

## Differentiated Pay Plan for Johnson City Schools

### I. Description of Differentiated Elements

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	<p><i>Describe how the district will differentiate for this element.</i></p> <p><i>Include the criteria for receiving the award.</i></p>	<p><i>Will the compensation be given as a bonus or a base pay increase?</i></p> <p><i>How much will qualifying teachers receive?</i></p>	<p><i>Eligibility: How many teachers are eligible for this type of compensation?</i></p> <p><i>Forecasted participation: How many teachers do you estimate will receive the award?</i></p>	<p><i>How much does the district estimate it will pay out for this differentiated pay element?</i></p>	<p><i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i></p>
<b>Hard-to-Staff (School, Subject, or Placement)</b>	If no qualified teacher responds to a second posting or newspaper inquiry, the system will repost the position and advertise in local and regional newspapers and colleges and offer a \$3,000 bonus to be paid at the rate of \$1,000 at the completion of a year of service for three years.	The compensation will be in the form of a bonus of \$1,000 per year for three years and given at the completion of each of the three years.	<p>New teachers who are hired in positions where no qualified applicant has been located with two posting cycles are eligible.</p> <p>It is estimated one teacher may be hired under these circumstances.</p>	Johnson City Schools expects to expend \$1,000 for hard to staff positions for the 2014-2015 school year.	This represents .003% of salary expenditures.
<b>Performance</b>					
<b>Differentiated</b>	<b>Description</b>	<b>Compensation Type and Size</b>	<b>Reach</b>	<b>Estimated Cost</b>	<b>Estimated</b>

Element					Salary Expenditures
<b>Additional Instructional Roles or Responsibilities</b>	Johnson City Schools will provide a stipend for teachers who are given the responsibility to provide mentorship to teachers who are new to the school system	The award will be given yearly in the form of a \$500 stipend for the first teacher mentored with \$100 for each additional teacher who is provided assistance.	Veteran teachers will be assigned the additional responsibility for mentoring new teachers to the Johnson City School System. Veteran teachers will provide 25 hours, to be divided among four nine week periods, with new teachers working on instructional strategies, data analysis, common vocabulary, and information that will bring new teachers up to the level of competence we desire for all teachers. Last school year we had 47 new teachers and their mentors were not compensated for the time spent on the above activities. For the 2014-2015 school year we expect 50 new teachers in the Johnson City School System.	The estimated cost is \$25,000.	This will compromise approximately .06% district salary expenditures.
<b>Education</b>	Johnson City Schools will include the salary enhancements for the following degrees: Bachelor's degree Master's degree Master's Plus 30 years Ed.S. Ed.D.	Each degree reached will be awarded with a base pay increase. Teachers will be eligible for the increase if the program is completed by August 1 of each year, otherwise the pay increase will begin the next school year.	Johnson City Schools currently has teachers with the following degrees: BS – 14% MA- 66% MA + 30 – 10% Ed.S. – 8% Ed.D. – 2% It is expected 20 teachers will receive advanced degrees.	The estimated total cost of this element is \$61,700 per school year.	This will comprise .16% of district salary expenditures.
<b>Differentiated</b>	<b>Description</b>	<b>Compensation Type and Size</b>	<b>Reach</b>	<b>Estimated Cost</b>	<b>Estimated</b>

Element					Salary Expenditures
<b>Experience</b>	Johnson City Schools will continue to award step increases for the following years of experience: 1-17, 20, and 25.	Each teacher will earn a yearly step increase for the experience as part of their salary.	All teachers who have the documented amount of experience are eligible.	The average step increase in the district is 2.2% of the base salary. The estimated cost is \$340,000	This represents .9% of district's expenditures on salary
<b>Other</b>	Johnson City Schools will award Improvement Stipends to teachers who gain National Board Certification.	Each teacher will receive a \$500 bonus upon receipt of National Board Certification if certification is achieved while the teacher is employed by Johnson City Schools. Each teacher with National Board Certification will receive an annual stipend of \$2,000.	Twenty teachers have National Board Certification.	The estimated total cost of this element is \$40,500 per school year.	National Board Certification stipends represent .1% of district expenditures on salary.

## II. Salary Schedule (Required Section)

1. See Johnson City Schools' proposed 2014-15 salary schedule below.
2. Describe how you will allocate any future state funding increases (i.e., FY13 1.5% increase in the BEP instructional component). Will increases be: 1) applied across-the-board, 2) allocated towards differentiated pay, or 3) a combination of both?

**2(3) Any BEP instructional salary enhancement increase will be used for a combination of across-the-board and an allocation toward differentiated pay plan.**

Johnson City Schools

214-2015 School Year

10 Month Teacher

YEARS	BA	MA	MA+30	EDS	EDD
0	\$ 38,171	\$ 41,835	\$ 43,973	\$ 45,385	\$ 48,095
1	\$ 39,011	\$ 42,756	\$ 44,940	\$ 46,384	\$ 49,154
2	\$ 39,869	\$ 43,696	\$ 45,929	\$ 47,404	\$ 50,235
3	\$ 40,746	\$ 44,658	\$ 46,940	\$ 48,447	\$ 51,340
4	\$ 41,643	\$ 45,640	\$ 47,972	\$ 49,513	\$ 52,470

5	\$ 42,559	\$ 46,644	\$ 49,028	\$ 50,602	\$ 53,624
6	\$ 43,495	\$ 47,670	\$ 50,106	\$ 51,716	\$ 54,804
7	\$ 44,452	\$ 48,719	\$ 51,209	\$ 52,853	\$ 56,009
8	\$ 45,430	\$ 49,791	\$ 52,335	\$ 54,016	\$ 57,242
9	\$ 46,429	\$ 50,886	\$ 53,486	\$ 55,204	\$ 58,501
10	\$ 47,451	\$ 52,006	\$ 54,663	\$ 56,419	\$ 59,788
11	\$ 48,495	\$ 53,150	\$ 55,866	\$ 57,660	\$ 61,103
12	\$ 49,561	\$ 54,319	\$ 57,095	\$ 58,929	\$ 62,447
13	\$ 50,652	\$ 55,514	\$ 58,351	\$ 60,225	\$ 63,821
YEARS	BA	MA	MA+30	EDS	EDD
14	\$ 51,766	\$ 56,736	\$ 59,635	\$ 61,550	\$ 65,225
15	\$ 52,905	\$ 57,984	\$ 60,947	\$ 62,904	\$ 66,660
16	\$ 54,069	\$ 59,260	\$ 62,287	\$ 64,288	\$ 68,127
17	\$ 55,258	\$ 60,563	\$ 63,658	\$ 65,702	\$ 69,626
18	\$ 55,258	\$ 60,563	\$ 63,658	\$ 65,702	\$ 69,626
19	\$ 55,258	\$ 60,563	\$ 63,658	\$ 65,702	\$ 69,626
20	\$ 55,866	\$ 61,229	\$ 64,358	\$ 66,425	\$ 70,392
21	\$ 55,866	\$ 61,229	\$ 64,358	\$ 66,425	\$ 70,392

22	\$ 55,866	\$ 61,229	\$ 64,358	\$ 66,425	\$ 70,392
23	\$ 55,866	\$ 61,229	\$ 64,358	\$ 66,425	\$ 70,392
24	\$ 55,866	\$ 61,229	\$ 64,358	\$ 66,425	\$ 70,392
25	\$ 56,481	\$ 61,903	\$ 65,066	\$ 67,156	\$ 71,166
26	\$ 56,481	\$ 61,903	\$ 65,066	\$ 67,156	\$ 71,166
27	\$ 56,481	\$ 61,903	\$ 65,066	\$ 67,156	\$ 71,166
28	\$ 56,481	\$ 61,903	\$ 65,066	\$ 67,156	\$ 71,166
29	\$ 56,481	\$ 61,903	\$ 65,066	\$ 67,156	\$ 71,166
30	\$ 56,481	\$ 61,903	\$ 65,066	\$ 67,156	\$ 71,166